



**UNIVERSITY OF ECONOMICS
IN BRATISLAVA**

INTERNAL REGULATION
OF THE UNIVERSITY OF ECONOMICS IN BRATISLAVA

No. B/10/2022

Code of Ethics of the University of Economics in Bratislava

2022

The Rector of the University of Economics in Bratislava (hereinafter also referred to as "EUBA") is issuing, in accordance with Section 15(1)(n) of Act No. 131/2002 on higher education institutions and on amendments and supplements of certain laws as amended (hereinafter also referred to as the "Higher Education Act"), this Code of Ethics of the University of Economics in Bratislava (hereinafter also referred to as the "Code of Ethics" or "Code").

Article 1

Introductory Provisions

1. The Code of Ethics sets out basic principles of ethical conduct at work and study at EUBA.
2. The Code applies to all EUBA employees and students.
3. The Code reflects the interest of EUBA staff members and students to promote human values, create a decent academic environment and follow ethical values and the requirements of this Code.

Article 2

Academic Freedoms and Academic Rights

1. EUBA guarantees academic freedoms and academic rights as follows:
 - a) freedom of scientific work and research,
 - b) freedom to choose the subject, methods and procedures in scholarly and research activities,
 - c) freedom to publish results of scientific work and research,
 - d) freedom of teaching, particularly in terms of openness to various scientific opinions, and to scientific and research methods,
 - e) right to free expression and right to disclose one's opinions (hereinafter collectively referred to as "Academic Freedoms").
2. The exercise of academic freedoms must be in keeping with the principles of democracy, humanity and the legal system of the Slovak Republic.
3. The EUBA staff members and students share the following values:
 - a) autonomy, moral and scientific independence from politics and respect for academic freedoms,
 - b) inseparability of education from science and research,
 - c) critical thinking,
 - d) rejection of intolerance and promotion of dialogue,
 - e) traditions and values of democracy and of European humanism,
 - f) promotion of intercultural interaction,

g) equal opportunities.

Article 3

General Principles of Ethical Conduct for Employees and Students

1. EUBA employees and students:
 - a) base their conduct and decisions on the principles of respect for humanity, human dignity, ethical right, fairness and responsibility,
 - b) follow fundamental ethical principles and rules in their work and studies,
 - c) comply with the principles of this Code and require adherence to these principles from their colleagues and classmates,
 - d) are aware that ethics is important for the quality of their work and studies and that it is a guarantee for correct academic behaviour as well as being part of university culture and the strengthening of reputation,
 - e) base relationships among themselves on mutual respect and tolerance; they respect each other's rights, obligations and opinions, political affiliation and religious beliefs (as long as they do not restrict the rights of others); they do not tolerate discrimination (in relation to age, race, gender, ethnicity, sexual orientation, disability, etc.),
 - f) honour academic rights and academic freedoms, and respect apolitical approach on academic premises,
 - g) do not advocate and do not cover the behaviour which is contrary to the principles set out in this Code, nor by suggesting the necessary obedience or loyalty,
 - h) do not admit a conflict of interest arising from their status at EUBA and activities related to their EUBA status, and from their private interests,
 - i) show an increased sense of belonging to EUBA and are actively involved in university life,
 - j) protect the interests of EUBA and act in the University's behalf, and are tolerant, caring, and polite,
 - k) dedicate their time to activities carried out at EUBA, demonstrating high level of professional and personal commitment,
 - l) support behaviour conducive to the development of positive and friendly organisational climate in the working environment,
 - m) respect fundamental rights and freedoms of all other staff members and students regardless of the jobs and posts held by them; they defend freedom of thought, of expression, and of the exchange of views and information,
 - n) are aware of responsibility for their work; they are open to a variety of scientific views; they approach their duties with honesty and responsibility, and they comply with legal rules and institutional regulations,
 - o) consider teaching and scientific work, and any other creative work as an integral contribution to the development of human knowledge, culture, innovation and the common good and defend it against unfair questioning or abuse; they protect the

results obtained at EUBA against misuse, and will not disclose them to third parties without due protection of intellectual property rights as well as physical possession rights,

- p) refuse plagiarism and unethical practices in science,
- q) support anti-corruption behaviour, and do not take from other persons material or any other benefits in relation to the performance of their work; they reject gifts from students, their parents or other persons; they refuse interventions in favour of the student,
- r) responsibly represent EUBA in public; heed the good reputation of EUBA, particularly by not exploiting it for their own personal benefit,
- s) refuse to cause harm to another colleague or another department, to disseminate false information, to spread defamation and abuse, and to engage in any other unethical forms of bossing and mobbing in the workplace,
- t) refrain from any form of sexual harassment of other students or colleagues whatsoever,
- u) do not abuse the entrusted spiritual, material and financial resources for the purposes of their own enrichment or to harm the public interest and the interest of EUBA; they take a responsible approach to the effective spending of funds from public and other sources,
- v) provide the information solely in accordance with the law and EUBA organisational standards, if they have official access to confidential information,
- w) considerately use the EUBA property and protect it from unauthorized use or damage to the best of their abilities; when working with information and communication technology they refrain from using illegal software and follow the rules for working in the university's computer network; they do not use research infrastructure for purposes other than those of creative activities carried out as part of the employment relationship with EUBA; they promote responsible behaviour oriented at economical management of available University equipment and facilities, energy saving and recycling of waste,
- x) take a careful and responsible approach to environment and support sustainable development of EUBA in view of the environmental dimension of each of their activities, ensuring environmental sustainability and compatibility of all University activities with the need to protect public funds and resources.

Article 4

Principles of Ethical Behaviour in Teaching and Research Activities

1. The EUBA employee (depending on his/her job title):
 - a) seeks to create fair relations among colleagues, does not mock colleagues before students and does not state his/her opinion concerning his/her colleagues, their manners and educational methods, nor does he/she apply a false attitude of cooperativeness,

- b) when dealing with work duties and research grant projects, he/she demonstrates a willingness to consult and cooperate,
- c) is against unethical and improper use of scientific knowledge,
- d) maintains an objective attitude towards his/her own knowledge and results, as well as to the results of other colleagues; is open to discussions and valid arguments,
- e) refuses to adopt unscientific approaches, racist, nationalist and ideological points of view; properly uses a political and religious viewpoint in his teaching, research and other creative work,
- f) treats students based on an objective, fair and demanding assessment of their skills, knowledge, effort and other personal characteristics, in order to maintain their dignity,
- g) acts with impartiality and objectivity when evaluating learning outcomes,
- h) communicates with students in a proper way; does not belittle, humiliate or in any way profane the students,
- i) does not require students to carry out activities being part of his/her duties and does not put unreasonable demands on students,
- j) acts as a role model for students, passes his/her knowledge, skills and experience on to them, and conscientiously complies with the rules applicable to organisation of teaching,
- k) develops independent, critical thinking in students and responsible approach to work, respecting their right to free expression of views,
- l) focuses his/her work on extending the frontiers of human knowledge, and on development of values and erudition,
- m) in acquiring, selecting and evaluating data he/she is guided by the General Principles (Article 3), while respecting the specificities of the particular field of study,
- n) an employee - researcher - perceives and carries out scholarly, research and development activities as a means of raising the level of knowledge in society at large and as a means of active self-education leading to improved quality of student and young researcher teaching process; in pursuing scientific, research and development activities he/she is guided mainly by the European Code of Conduct in order to preserve integrity of scientific research,
- o) when publicising achievements and research results or results of scholarly activities, he/she is responsible for their verifiability and unbiased interpretation; makes sure that his/her own research is original; objectively acknowledges the contribution of others, and always uses in his/her publications quotes and references to the relevant sources fairly and accurately,
- p) prepares reports, reviews or any other assessments in person, independently and carefully; does not yield to external pressure; keeps the research sponsor's instructions to the best of his/her knowledge and belief and follows his/her own judgement based on his/her own expertise; creates prerequisites for an objective conduct of peer review,
- q) respects and protects intellectual property of authors of the manuscripts, project proposals or reports under review; respects confidentiality of information related to

his/her review and expert activities, as a reviewer he/she does not intentionally prolong the review proceedings in order to obtain advantages for himself/herself or benefits to third parties,

- r) does not publish in an ethically questionable manner and does not use ethically dubious publishing platforms,
- s) is accountable for his/her research in its entirety, particularly for its quality and reliability, and is accountable for the selection of appropriate working procedures and methods,
- t) actively cooperates in popularisation of science and research; makes the results of his/her research available to the public as a matter of course, to the standard and under the conditions as are customary in the respective branch of science.

Article 5

Principles of Ethical Conduct for Students

1. The EUBA student:

- a) has the right to his/her own opinion, which does not restrict dignity and humanity, right to esteem, respect and fair dialogue on the part of EUBA staff as well as on the part of other members of the student community,
- b) maintains decency, reverence and respect for the opinions of EUBA employees and other members of the student community,
- c) is active in standing up against all manifestations of extremism, racism, discrimination, religious and social intolerance, sexual orientation harassment, and rejects anything that may offend human dignity,
- d) is responsible for his/her actions on academic premises and in public, for his/her academic performance and achievements, for behaviour towards EUBA staff members and for the way he/she treats the EUBA property,
- e) conducts himself/herself in an exemplary manner in public; does not disparage the reputation of EUBA employees and members of the student community; does not behave in contravention of the accepted principles of ethics,
- f) encourages student integrity; stands out against unethical practices,
- g) refrains from unethical behaviour, unfair approach in his/her studies and practices which degrade academic environment, study and good relationships between staff members and students; he/she abstains from plagiarism, fraud, bribery or attempted teacher bribery, manipulation and falsification of information in order to obtain benefits,
- h) disseminates and demands new scientific knowledge,
- i) takes part in the educational process and examinations, dressed in appropriate and clean clothing.

Article 6

Ethics Committee

1. The Ethics Committee of the University of Economics in Bratislava (hereinafter also referred to as the "Ethics Committee") is established in order to review and discuss instances of violations of this Code of Conduct.
2. The Ethics Committee is an independent expert and consultative body to the EUBA Rector. The make-up of the Ethics Committee, as well as the procedures thereof, are determined by the Rules of Procedure of the EUBA Ethics Committee.
3. The complaint for breaching the principles hereof may be submitted by EUBA employees and students (hereinafter the "Notifier") in writing directly to the EUBA Rector or to the Ethics Committee's address published on EUBA's website, either by mail or by means of the EUBA Filing Department.
4. The complaint of a breach of principles needs to be specific, i.e. it must contain the name of the person who violated the ethical principles, the description of ethical principles violation, as well as the name of the notifier. The complaint must be signed by the notifier, specifying whether the notifier wishes to remain anonymous. Anonymity must be respected. Anonymous complaints about breaches of the principles hereof will not be taken into account.

Article 7

Final Provisions

1. This Code of Ethics shall become valid and effective on the date of issue thereof.
2. Upon entry hereof into force and effect, the Code of Ethics dated 12 April 2018 shall expire and cease to have an effect.

Bratislava, on this 14th day of December 2022

prof. Ing. Ferdinand Daňo, PhD.
Rector of the University of Economics in
Bratislava